Opportunities in the U.S. Global Development Lab

The Lab, a new entity within USAID aimed at harnessing the power of science, technology, innovation and partnership (STIP), is conceptualizing and carrying-out a complex research study to assess the Lab's overall theory of change that in certain circumstances a robust application of STIP can yield substantially improved development outcomes in terms of programmatic impact, cost effectiveness, sustainability, speed and reach.

Interested candidates should submit their resume and cover letter to labcareers@usaid.gov and they must include the following in the subject line:

DG number - Position Title

(for example – Subject: DG-50 Monitoring and Evaluation Specialist)

Please note:

- **These positions are full-time employment in the Excepted Service for 2-4 years (not to exceed 4 years).**

- **Candidates will be contacted within forty five days of receipt of their resume if the Lab has a current interest.**

- **U.S. citizenship is required for positions in USAID's Global Development Lab**

The Center for Development Innovation (Lab/DI)

Develops new breakthroughs by harnessing the best in American and global scientific and innovation communities. The Center supports the discovery, incubation, and testing of solutions to specific problem areas, as well as open platforms for innovation. To support this work, we are looking for the following:

DG-09 Pathways to Scale Advisor – This position will be part of the Higher Solutions Network (HESN) team. The Pathways to Scale Advisor will work with investors, HESN Development Labs, Philanthropists, host governments, the Agency, and bi-/multi-lateral donors to accelerate the scaling of the next generation of development solutions originating from the higher education community; build an ecosystem of investors, early to mid-stage entrepreneurs, innovators, private sector partners, and donors around proven HESN solutions and shape key learning agendas to build pathways to scale for tangible and intangible innovations, technologies and approaches created by the HESN Development Lab Partnerships; work with the HESN Development Labs and their most promising innovators at key stages in the development pipeline to understand the problem and solution at hand; support HESN Development Labs design and refinement of scalable models, and engage with a diversity of donors and stakeholders to adopt and grow solutions.

DG-41 Public Sector Scaling Expert – We seek an expert to accelerate the scaling of the next generation of evidence-backed development solutions. DIV blends tiered risk management systems from venture capital; research approaches from economics; and development expertise from nonprofits and government to support the discovery of better ways to solve big problems. This position will participate in the selection of new projects to receive DIV funding support and will work with many of these programs as throughout the course of their work to help them achieve their objectives. Major duties include the following:

- Based on results of empirical analysis and initial testing, personally evaluate and/or identify solutions with the highest potential to increase impact, cost-effectiveness, and scalability.
- Work with DIV grantees at key stages in their development pipeline to understand the problem and solution at hand, support grantees to design and refine scalable models, and engage with a diversity of donors and stakeholders to adopt and grow solutions.
- Build collaborative relationships within the Agency, and with local organizations and private sector partners, to identify strategies to grow proven solutions.

The Office of Evaluation and Impact Assessment (Lab/EIA)

The Office of Evaluation and Impact Assessment conducts rigorous, evidence-based analysis to guide investment decisions and assess the Lab's theory of change - that science, technology, innovation, and partnership approaches are delivering impact more quickly, cost-effectively, sustainably, and are reaching more beneficiaries. To support this work, we are looking for the following:

DG-12 Research Group Leader - We seek a strong leader, conceptual thinker and researcher to direct a Lab-wide effort to determine whether or not, and under what circumstances, STIP approaches and programs yield substantially improved development outcomes as compared to traditional development approaches. Successful candidates will have at least 10 years of progressively more substantive experience designing large cross-national or global research studies regarding international development outcomes, poverty alleviation, complex systems or similar issues. This candidate can demonstrate a mastery of a wide range of qualitative and quantitative social research and evaluation methods for assessing the effectiveness and impact of foreign assistance (or similar) programs, projects, and policies. Ideal candidates will have published relevant studies in peer-reviewed journals or equivalent (such as an agency-level policy document). Candidates should also possess a creative, progressive perspective on international development, the ability to build consensus across a diverse range of stakeholders, and the capability to communicate clearly and succinctly with technical and non-technical audiences. The Research Group Leader will lead a small team within the Lab's Office of Evaluation and Impact Assessment, but will help direct the efforts of larger group of staff across the Lab as it relates to studying the theory of change.

The Center for Data, Analysis and Research (Lab/DAR)

Gathers and analyzes data, including geospatial analysis, data visualization, modeling, open data, and futures analysis. The Center advances collaborative research in the United States and abroad, to better understand development challenges, builds more effective strategies and programs to address them, and measure impacts.

DG-05 Business/Social Enterprise Advisor - This position will advise the urban sanitation team on best practices in sanitation business development and accelerating social entrepreneurship. Successful candidates will have experience (3+ years) working with social entrepreneurs or relevant public and private facilitators to increase the scale, long-term commercial viability, and impact of technologies or innovations for social good. Experience with monitoring and evaluation of small- to medium-enterprises is also desired.

DG-07 Urban Sanitation Problem Set Lead - We seek a strong leader and project manager to serve as the primary lead on this effort. Successful candidates will have both a technical background in Water, Sanitation, and/or Hygiene (WASH), urban planning and development, and/or environmental health, as well as significant experience (5-10+ years) in complex coordination and management of cross-sectoral activities and teams. Candidates should also possess a creative, progressive perspective on international development, evidence of consensus-building across diverse stakeholders, ability to communicate clearly and succinctly with technical and non-technical audiences, and experience navigating complex systems.

DG-08 Regulations and Governance Advisor - This position will advise the urban sanitation team on policy, legal, & governance issues impacting sanitation services and business development or growth. Successful candidates will have experience (3+ years) working with local urban governance systems, familiarity with funding and regulatory constraints and opportunities in the developing world context (especially related to public services or utilities), and ability to facilitate public-private collaboration. Experience in legal & regulatory aspects of business, land rights, and/or science, technology, & innovation is also desirable.

For these positions, while not required, please highlight any experiences working in India and/or interest in extended travel to support related efforts in India.

The Center for Global Solutions (Lab/GS)

Supports the Agency in driving widespread adoption and implementation of proven, transformative innovations that will benefit tens of millions of people across a broad geographic area (regionally or globally), including digital development.

E-Payments Team

DG-14 E-Payments – BFS Liaison - The E-Payments Liaison to Bureau of Food Security (BFS) will advise, design, and implement Agency-wide efforts to integrate digital financial services into USAID's agricultural strategy through Feed the Future. The BFS E-Payments will pilot this approach with teams working in two Feed the Future focus markets, and use the outcome to inform the design of a broader sector-wide strategy for the Agency. Successful candidates will have knowledge of agricultural finance, particularly deep knowledge of USAID's agriculture invest strategy via Feed the Future, as well as experience in establishing and managing multi-stakeholder, public-private partnerships to strengthen coordination around complex issues.

DG-16 and DG-17 E-Payment – Senior Policy Advisor - The E-Payments Senior Policy Advisor will provide technical leadership to the Agency and its partners on the effort to accelerate the uptake of digital payment products and related services. The Senior Policy Advisor will be responsible for setting policy priorities, establishing partnerships, and designing investments to improve the regulatory and policy environment for digital financial services and create incentive structures to promote digital payment use in particular markets. Successful candidates will have deep technical knowledge and policy expertise around digital financial services and be able to apply this knowledge towards the development of the Agency's broader strategies, programs, and priorities.

Real Time Data Team

DG-18 Real-Time Data - Sr. Policy Advisor – The Senior Policy Advisor Real Time Data (RTD) team will work on helping to coordinate RTD system projects across the strategy's portfolio. This position will act as an Executive Officer to the RTD team. The RTD strategy is an all-Agency strategy that encompasses rethinking program design and management, procurement operations, impact evaluations and evidence-based decision making, stakeholder collaboration between governments, practitioners and communities and more. Organizational skills and project management experience are critical to the success of this position. Field experience, familiarity with information and communication technologies (ICTs), and an open mind with a sense of humor are all desired. The Digital Development team is looking for dynamic individuals that can work and learn in a fast-pace and start-up like team environment to help catapult RTD systems to the forefront of the Agency and the U.S. development enterprise.

DG-19 Real-Time Data - Policy Advisor – The Policy Advisor Real Time Data (RTD) team will work on helping to coordinate RTD system implementation with USAID Missions in the field or on how other Bureaus can implement RTD strategies within their operations and projects. The RTD strategy is an all-Agency strategy that encompasses rethinking program design and management, procurement operations, impact evaluations and evidence-based decision making, stakeholder collaboration between governments, practitioners and communities and more. Field experience, familiarity with information and communication technologies (ICTs), and an open mind with a sense of humor are all desired. The Digital Development team is looking for dynamic individuals that can work and learn in a fast-pace and start-up like team environment to help catapult RTD systems to the forefront of the Agency and the U.S. development enterprise.

DG-20 Real-Time Data - Policy Advisor – The Policy Advisor Real Time Data (RTD) team will work on helping to coordinate RTD system implementation with USAID Missions in the field or on how other Bureaus can implement RTD strategies within their operations and projects. The RTD strategy is an all-Agency strategy that encompasses rethinking program design and management, procurement operations, impact evaluations and evidence-based decision making, stakeholder collaboration between governments, practitioners and communities and more. Field experience, familiarity with information and communication technologies (ICTs), and an open mind with a sense of humor are all desired. The Digital Development team is looking for dynamic individuals that can work and learn in a fast-pace and start-up like team environment to help catapult RTD systems to the forefront of the Agency and the U.S. development enterprise.

DG-31 Real-Time Data - Africa Bureau Liaison – The Africa Bureau Liaison on the Real Time Data (RTD) team will work on helping to coordinate RTD system implementation with USAID Missions in the field and how regional Burueas, such as Africa and others, can implement RTD strategies within their operations and projects. The RTD strategy is an all-Agency strategy that encompasses rethinking program design and management, procurement operations, impact evaluations and evidence-based decision making, stakeholder collaboration between governments, practitioners and communities and more. Field experience, familiarity with information and communication technologies (ICTs), and an open mind with a sense of humor are all desired. The Digital Development team is looking for dynamic individuals that can work and learn in a fast-pace and start-up like team environment to help catapult RTD systems to the forefront of the Agency and the U.S. development enterprise.

DG-35 Real-Time Data - Senior (Technical or eHealth) Advisor – The Senior Technical Advisor on the Real Time Data (RTD) team will bring a technical understand on web services architecture and information and communication technology (ICT) platforms. S/he will work with USAID Missions in the field or in Washington on how other Bureaus can implement RTD strategies within their operations and projects. The RTD strategy is an all-Agency strategy that encompasses rethinking program design and management, procurement operations, impact evaluations and evidence-based decision making, stakeholder collaboration between governments, practitioners and communities and more. In addition to a technical expertise on web services architecture and ICTs, field experience and an open mind with a sense of humor are all desired. The Digital Development team is looking for dynamic individuals that can work and learn in a fast-pace and start-up like team environment to help catapult RTD systems to the forefront of the Agency and the U.S. development enterprise.

Scaling Team

DG-22 Scaling Team - Financial Sector Specialist – The Financial Sector Specialist will provide technical support to Agency scaling priorities on issues related financial constraints across scaling efforts. S/he will have significant experience with developing and implementing innovative financial tools and a thorough understanding of fund design and management, financial markets, banking and non-traditional financial services, especially in developing country contexts. S/he will conduct quantitative and qualitative analysis, including business modeling and cost-benefit analysis, to identify investment opportunities and design innovative financial tools, including insurance and hedging tools, that can resolve constraints to scaling efforts. The employee will also work to directly design and implement components of scaling projects that pertain to these issues and will develop and disseminate guidance and tools to build capacity across the Agency.

DG-23 Scaling Team – Private Sector Specialist - The Private Sector Scaling Specialist will provide technical support to Agency priorities on issues related to private sector pathways to scale. The employee will use a range of sophisticated quantitative and qualitative tools to evaluate market potential, competitiveness, market demand, consumer preference, risk and constraints and advise on business development and marketing strategies as part of a coordinated package of support to Agency-led and coordinated scaling activities, from entrepreneurship, to supply chain management and logistics, to trade. The employee will also work to directly design and implement components of scaling projects that pertain to these issues and will develop and disseminate guidance and tools to build capacity across the Agency. The ideal candidate will have strong business communications and marketing analysis/analytics skills, real world and private sector experience (in business world), help introduce USAID/LAB to private sector-type analytics, analytics consulting experience, exposure to developing countries, and strong business school skills.

DG-24 Scaling Team - Systems Dynamics Specialist - The Systems Dynamics Specialist (SDS) will significantly contribute to the Global Development Lab's efforts to integrate systems thinking approaches within the Lab and across the Agency. The SDS will play a vital role in building a systems practice with the Agency, leveraging internal and external talent and resources to articulate a framework—grounded in systems thinking— for scaling innovation and identify, apply and diffuse systems tools and methods that will assist Agency staff and external partners engage effectively with local systems. The SDS will deepen and strengthen relationships between the Agency and leading systems thinkers in academia, industry, and other development agencies as well as provide technical guidance to staff in the Center, the Lab and the Agency attempting to apply systems thinking to support sustained development. The SDS will support Agency efforts to embed systems thinking in standard process for strategic planning, project design, project implementation and monitoring, and project evaluation. The successful candidate will be an established systems thinker with experience applying quantitative and qualitative methods to assess and engage social systems. An ability to champion systems thinking, to undertake and support intellectual entrepreneurship, and to work effectively in multi-disciplinary teams is essential. Experience with causal loop modeling, social network analysis, or the use of narratives in system assessment is a plus.

DG-25 Scaling Team - Uptake, Adoption, and Marketing Specialist - Behavioral Scientist - The Behavioral/Social Sciences Specialist will provide technical support to Agency efforts to increase the adoption of proven development innovations, bringing expertise in behavior change, social and cultural dynamics, and local systems. The specialist is expected to conduct quantitative and qualitative analysis of data from innovation diffusion projects in order to identify strategies for determining which programs might be successfully implemented elsewhere. The specialist will evaluate differing levels of adoption in particular contexts and identify patterns that will assist in scaling efforts, particularly in building demand for new technologies, services, policies and processes in new areas. S/he will design and implement components of an overall strategy to support the rapid diffusion of innovations that ultimately improve the lives of millions of people in multiple countries and regions. The specialist may be required to design projects, manage multi-stakeholder teams, engage with internal and external actors to increase collective action, and develop and disseminate guidance and tools to build capacity across the Agency.

<u>**Sector Team**</u>

DG-27 Scaling Sector Specialist (Agriculture or Nutrition)
DG-28 & DG-29 Scaling Sector Specialist
DG-30 Scaling Sector Specialist (Water or Energy)

We seek four strong leaders and project managers to support the widespread adoption and implementation of proven, transformative innovations that support delivery of development results at scale. Successful candidates will have significant experience (5-10+ years) in complex program management methodologies and frameworks, leadership of cross-sectoral activities and matrix teams, as well as technical background within the Education, Economic Growth, Water, Food Security sectors. Candidates should have demonstrated experience with quantitative and qualitative analysis of development projects to identify successful or promising innovations or practices that can resolve sector-specific issues. The ideal candidate has the ability to build multi-stakeholder teams, engage with internal and external actors to increase collective action, and communicate clearly and succinctly with technical and non-technical audiences.

Within the Sector Team, supporting the Global Health Bureau, we are looking for the following:

USAID has identified four solutions where it has already played a key role in testing and piloting a new approach or product, and believes that these solutions are at a point where they are ready to reach and benefit hundreds of millions of people, and where measurable on-the-ground impact is possible in 18 months. One such "solution" is chlorhexidine, a low-cost antiseptic used to prevent neonatal sepsis, which is one of the most prevalent causes of newborn death. We are looking to fill up to two positions to support our work aimed at scaling the use of chlorhexidine within target countries. The incumbents will be seconded and report to the Global Health Bureau's Center for Accelerating Innovation and Impact (CII) .

DG-32 Country Product Manager – The Country Product Manager will focus on supporting country-level work aimed at introducing and scaling-up the use of chlorhexidine. The incumbent will coordinate work closely with the USAID Global Health Bureau's Maternal and Child Health Division, others across USAID and our implementing partners in addressing bottlenecks and monitoring scale-up in a small set of priority, high-burden countries. Successful candidates will have international experience with in-country implementation executing on an intervention/product or initiative roll-out and/or health program management in-country (5+ years). Business or strategy experience is a plus, but not required. An MPP/MPA or MPH or MBA is required.

DG-33 Global Strategic Product Manager – The Global Strategic Product Manager will lead work aimed at scaling the use of chlorhexidine. The incumbent, operating at the global level, will liaise closely with others across USAID and our partners, who are devoted to introducing and addressing scale-up bottlenecks within target countries. Successful candidates will have significant business, management, and strategy experience in either management consulting or medical device or pharmaceutical strategic/upstream marketing (5-10+ years). Global health or international experience is a plus, but not required. An MBA or MPP/MPA is required.

Supporting the Democracy Conflict and Humanitarian Assistance Bureau (DCHA):

DG-49 DCHA & Resilience - Project Manager - The Project Manager will help design, manage and launch a major USAID Global Partnership for Resilience (GPR). GPR is an initiative designed to respond to the development challenges affect the most acutely stressed region of the planet - the Sahel, the Horn of Africa, and South and Southeast Asia. The Project Manager will serve as expert on special projects, advising top management on major office issues, particularly those related to GPR.

DG-50 DCHA Monitoring and Evaluation Specialist - The Specialist will bring technical expertise and devise a more comprehensive way to capture and disseminate the holistic impact of these investments; provide leadership on multi-sector, cross bureau resilience measurement for the agency; design and disseminate resilience measurement and monitoring and evaluation (M&E) guidance through trainings and written reports; and provide guidance to the international technical working group on developing and sustaining a community of practice for resilience measurement.

The Center for Mission Engagement and Operations (Lab/MEO)

Develops and monitors implementation of the Global Development Lab's overall strategy and budget, organizes and delivers Lab support for field Missions, builds operational innovations, and manages administrative functions for the Lab. To support this work, we are looking for the following:

DG-37 Environmental Protection Specialist – The Environment Protection Specialist will lead and ensure regulatory laws and requirements through the Agency's environmental procedures, and has Lab-wide program management responsibility and delegated Federal regulatory decision making authority; reviews highly complex written reports, assessments, and evaluations on the potential environmental impacts of the full range of development activities conducted around the world in order to determine the appropriateness of obligating program funds. Must be able to demonstrate substantive technical, legal and Federal regulatory expertise, and exercise sound judgment and organizational understanding in making decisions related to the completion of Agency environmental regulatory documentation requirements; assess performance of other Lab Centers in implementing compliance policies and guidance, and serves as the technical authority in the development and adjudication of nationally important and/or politically sensitive enforcement cases emerging from Lab programs. The ideal candidate will have 10 years of experience in knowledge working with science, technology and innovative solutions and their impact on the environment; Master's degree or higher in biology, Ecology, Environmental Law, Forestry, Environmental Engineering, or Environmental Assessment; demonstrated knowledge of USG environmental policies and regulations and their application in programs implemented with other donor, NGO, private sector and educational partners.

DG-40 Senior Gender Advisor – The Senior Gender Advisor will provide gender expertise and will support the Lab by: Providing guidance, technical assistance and programmatic support for implementing the Agency's gender policy across the five Lab centers and two offices; building a framework to support women in science, technology and innovations systems; serving as a thought leader to harness Science, Technology, Innovation and Partnerships (STIP) to reduce gender gaps and empower women and girls: liaising within USAID as well as the larger public and private community on using science and technology to help change social norms and stereotypes, thereby reducing gender disparities; and promoting women's leadership in the fields of STIP. The Senior Gender Advisor translates research and best practices in engendered STIP programs into the Lab's program goals, actions, and policies. Specifically supports the execution of Senior Management's roles and responsibilities called for in the Gender Equality and Female Empowerment Policy by providing guidance and technical assistance. Successful candidates will have a Master's Degree or above; significant work experience in investigating and considering gender impacts of science and technological innovations; 10 years of experience working on gender issues in developing countries; applied knowledge of NSG policies, rules and regulations on gender programming resources; knowledge on innovative ways to capture disaggregated M&E data related to STIP and gender; and 10 years of work experience in program design, implementation, and evaluation.

Supporting the Africa Bureau, we are looking for the following:

DG-01 Senior Transaction Advisor – Within Power Africa and Trade Africa (PATA) and the Transaction Team, manage and develop a range of projects designed to increase energy and trade access within PATA countries. The Senior Transaction Advisor will provide technical leadership to PATA, bilateral USAID Missions, and African partner institutions to ensure that U.S. Government (USG) foreign assistance programs are economically viable and fulfill the mandate and promise of regional integration in PATA countries. The ideal candidates will have 8-10 years of substantive mastery knowledge of how to develop projects are operated, brought to scale, and financed; and 10 + years working with multiple U.S. Government agencies.

DG-02 Corporate Social Responsibility Specialist – The Corporate Social Responsibility Specialist supports Power Africa and Trade Africa's (PATA) efforts in securing pledges and partnerships, both between founding partners and candidates for partnership; evaluates indicators and systems to identify and analyze potential partners through Corporate Social Responsibility; and track large procurements from inception to creation with both private and public sectors. The ideal candidates will have 8-10 years of substantive mastery knowledge of how to develop projects are operated, brought to scale, and financed; and 10 + years working with multiple U.S. Government agencies.

DG 45, 46, 47 48 Investment Officer - The Investment Officer is responsible for advising, developing, and implementing engagement strategies and activities to involve partnerships with financial investors and corporations. Through targeted assistance to USAID field missions and bureaus, the IO will effectively engage new private sector partners, and mobilize their resources and expertise to solve critical development challenges. The IO is responsible for assisting USAID Bureaus and Missions with sourcing and screening new opportunities where USAID's funds and tools could be leveraged to encourage private investment in key sectors. The IO will identify new partners, perform partner analysis, including business /financial due diligence and structure new partnerships around projects and transactions to be supported by USAID and private investors. The ideal candidate will have 8 + years of substantive experience working in the investment field with a preference for emerging markets.

The Center for Transformational Partnerships

Develops global partnerships with a wide range of public and private sector stakeholders to extend the impact and sustainability of global development programming, and builds the capacity of the entire Agency to pursue partnerships of all types. To support this work, we are looking for the following:

DG-43 Partnership Advisor for Investment and Financial Innovation (position description pending)